

EXHIBIT A

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.	Charge Presented To: EEOC Agency(ies) Charge No(s): 415-2022-00839
and EEOC	
_____ <i>State or local Agency, if any</i>	

Name (indicate Mr., Ms., Mrs.) George K. Allen Sr.	Home Phone (912) 614-7700	Year of Birth
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Street Address 518 Strickland Avenue BLACKSHEAR, GA 31516

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name West Fraser Timber Company	No. Employees, Members 501+ Employees	Phone No. (901) 620-4200
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Street Address 1900 Exeter Road Suite 105 GERMANTOWN, TN 38138
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Name	No. Employees, Members	Phone No.
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Street Address	City, State and ZIP Code
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DISCRIMINATION BASED ON Race, Color	DATE(S) DISCRIMINATION TOOK PLACE <table> <tr> <td>Earliest</td> <td>Latest</td> </tr> <tr> <td>03/04/2022</td> <td>05/25/2022</td> </tr> </table>	Earliest	Latest	03/04/2022	05/25/2022
Earliest	Latest				
03/04/2022	05/25/2022				

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): I was hired by the above-mentioned employer on September 9, 2004. I am currently a Grader Technician, and my supervisor is Ronnie Strickland, Superintendent. On March 4, 2022, Jay (last name unknown), Interim General Manager, suspended me without pay for what he said was a serious matter, yet he declined to provide information about the incident in question. He stated an investigation was opened and that before he rendered a decision, I would be given the opportunity to write a statement on my behalf and present witnesses. On March 9, 2022, as instructed, I returned to work and met with Jay and my union representative. Jay informed me that he decided to uphold my suspension without pay and requested that I sign a letter of suspension which I refused to sign. He rendered his final decision without allowing me due process while several White co-workers in similar situations were granted due process. On or about the first week of May 2022, I submitted a formal complaint to Human Resources (HR). I was informed HR will look into my complaint. I believe I have been discriminated against because of my color (Black) and race (African American) in violation of Title VII of the Civil Rights Act of 1964 as amended.
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I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY – When necessary for State and Local Agency Requirements
I declare under penalty of perjury that the above is true and correct. Digitally Signed By: George K. Allen Sr. 05/26/2022 <i>Charging Party Signature</i>	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)